

PHENOM NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

As Amended and Adopted by Delegate Assembly April 15, 2010

PHENOM is committed to non-discrimination and equal opportunity for all persons without regard to sex, age, race, ethnicity, color, religion, creed, national origin, marital status, disability, sexual orientation, gender identity, gender expression, veteran status, citizenship status or non-status, or socio-economic status. In addition to maintaining a strict policy of equal opportunity and non-discrimination within the organization, PHENOM is also committed to advocating equal opportunity and non-discrimination in higher education institutions and in any organization or institution PHENOM works with.

It is the policy of PHENOM to comply with all federal, state and local laws and regulations regarding equal opportunity. In keeping with that policy, PHENOM is committed to maintaining a work environment that is free of discrimination and harassment. Accordingly, PHENOM will not tolerate discrimination against or harassment of any of our employees, or others present at our facilities by anyone, including any co-worker, supervisor, organizational member, member of the board, or vendor PHENOM does business with.

Unlawful Discrimination and Harassment:

Unlawful discrimination includes treating someone less well in opportunities for work, promotions, shifts, overtime or other conditions of employment because of his or her race, national origin, sex, age, religion, disability or other attribute listed in the first paragraph. Harassment consists of unwelcome or unwanted conduct, whether verbal, physical or visual, that is based upon such attribute. Examples of unlawful harassment include words, gestures, stories, jokes or nicknames that are derogatory, demeaning or insulting to a person based upon his or her race, national origin, sex, disability, age, religion or other protected attribute.

Sexual harassment deserves special mention. Sexual harassment consists of:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive work environment.

Examples of sexual harassment may include, but are not limited to the following conduct by any employee, regardless of gender or sex:

Unwanted sexual advances or propositions, offering employment benefits in exchange for sexual favors, making or threatening reprisals after a negative response to sexual advances, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," jokes about gender-specific traits, making sexual gestures or comments, displaying sexually suggestive objects, pictures, cartoons or postures, impeding or blocking another's movement, physical contact, such as patting, pinching, or brushing against another's body, and continued requests for a date after a rejection.